



**STATE OF HAWAII
OFFICE OF COLLECTIVE BARGAINING
EXECUTIVE OFFICE OF THE GOVERNOR**
235 S. BERETANIA STREET, SUITE 1201
HONOLULU, HAWAII 96813-2437

March 23, 2015

TESTIMONY TO THE
HOUSE COMMITTEE ON LABOR & PUBLIC EMPLOYMENT
For Hearing on Tuesday, March 24, 2015
9:45 a.m., Conference Room 309

By

JAMES K. NISHIMOTO
OFFICE OF COLLECTIVE BARGAINING, CHIEF NEGOTIATOR

**Senate Bill Nos. 1076 S.D.1; 1077 S.D.1; 1078 S.D.1; 1079 S.D.1;
1080 S.D.1; 1081 S.D.1; 1082 S.D.1; 1083 S.D.1; and 1084 S.D.1
Making Appropriations for Collective Bargaining Cost Items**

(WRITTEN TESTIMONY ONLY)

CHAIRPERSON NAKASHIMA, VICE CHAIR KEOHOKALOLE AND MEMBERS OF
THE HOUSE COMMITTEE ON LABOR & PUBLIC EMPLOYMENT:

These bills provide fund authorizations and appropriations for collective bargaining cost items for bargaining units (14), (2), (3), (4), (5), (10), (11), (8) and (9) and their excluded counterparts, including the cost of salary adjustments negotiated between the State and the respective bargaining unit representatives for fiscal biennium 2015 – 2017.

The Office of Collective Bargaining (OCB) is **IN SUPPORT** of these bills.

OCB is in favor of these bills continuing to proceed through the legislative process to ensure adequate funding of negotiated cost items.

TESTIMONY BY WESLEY K. MACHIDA
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE
STATE OF HAWAII
TO THE HOUSE COMMITTEE ON LABOR AND PUBLIC EMPLOYMENT
ON
SENATE BILL NO. 1080, S.D. 1

March 24, 2015

MAKING APPROPRIATIONS FOR COLLECTIVE BARGAINING COST ITEMS

This measure appropriates and authorizes funds for collective bargaining cost items for salary adjustments, other cost adjustments, and Hawaii Employer-Union Health Benefit Trust costs for public employees represented by the Hawaii Government Employees' Association belonging to Bargaining Unit 5 (teachers) and their excluded counterparts for Fiscal Biennium 2015-17.

Although this unit currently has a contract in place through June 30, 2017, the Department of Budget and Finance supports moving these measures, or a similar one, as negotiations regarding re-opener provisions in the contract are currently in progress and a vehicle bill will be necessary should an agreement be reached prior to the end of the legislative session. It is noted that Senate Bill No. 1080 is an Administration measure.



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TESTIMONY BEFORE THE HOUSE COMMITTEE
ON LABOR & PUBLIC EMPLOYMENT

DATE: TUESDAY, MARCH 24, 2015

RE: S.B. 1080, S.D. 1 – MAKING APPROPRIATIONS FOR COLLECTIVE
BARGAINING COST ITEMS

PERSON TESTIFYING: WIL OKABE, PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

The Honorable Chair Gilbert Keith-Agaran, The Honorable Vice-Chair Maile
Shimabukuro and Members of the Committee:

The Hawaii State Teachers Association (HSTA) **strongly supports S.B. 1080, S.D. 1,**
relating to collective bargaining.

HSTA is the exclusive representative of more than 13,500 public and charter school
teachers statewide.

To date, HSTA is negotiating with state to negotiate with the state for an increased
compensation package as well as exercising its rights in its clause in the teachers 2013-
2017 labor contract. The salary study clearly finds that based on other national studies,
Hawaii's public school teachers are among the lowest paid teachers in the country. It is
a conundrum as it remains that the disparity worsens with Hawaii's cost of living
factored in.

HSTA strongly affirms its collective bargaining process. Further, HSTA believes that
salary schedules should provide entry-level salaries and career earning comparable to
those of other professions and occupations with similar preparation and responsibilities
and be structured to provide compensation levels that encourage classroom teachers to
remain in the classroom and in the educational setting. Salaries should be based on
preparation, academic degrees, experience, professional growth, responsibilities and
full length of service. Salaries should also provide additional compensation for
certification from the National Board for Professional Teaching Standards as well as
other national certifications that meet rigorous and appropriate qualifying standards.

As HSTA, we believe it is imperative that the state make a commitment to value professionals who provide quality education to our students. Teachers deserve proper support and compensation so we may continue to attract and retain quality education workforce for the state.

Thank you for the opportunity to testify in **strong support of S.B. 1080, S.D. 1.**